

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Benefits Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2015
Complaint Activity	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Number of Complaints Filed in FY 1614.704(a)	146	181	155	137	171	63
Number of Complainants 1614.704(b)	138	167	148	130	161	62
Repeat Filers 1614.704(c)	10	16	10	7	10	1

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2015
Complaints by Basis	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Race	117	71	57	43	56	18
Color	15	7	2	5	5	3
Religion	12	5	2	3	3	0
Reprisal	109	53	60	47	74	32
Sex	73	57	36	34	50	15
National Origin	1	9	5	9	10	4
Equal Pay Act	0	0	0	0	0	0
Age	106	61	43	29	44	20
Disability	137	75	71	72	98	29
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					2015
Complaints by Issue	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Appointment/Hire	2	6	2	7	3	2
Assignment of Duties	6	10	4	9	11	3
Awards	2	5	1	2	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	21	30	20	26	30	12
Demotion	2	3	2	2	1	0
Reprimand	4	8	2	5	5	3
Suspension	4	5	1	10	8	4
Removal	2	5	5	3	2	1
Other	9	9	10	6	14	4
Duty Hours	1	0	4	1	1	0
Evaluation Appraisal	5	8	8	6	6	3
Examination/Test	1	0	0	0	0	0
Harassment	100	83	73	62	88	31
Non-Sexual	98	78	66	59	80	27
Sexual	2	5	7	3	8	4
Medical Examination	1	0	0	0	0	0
Pay (Including Overtime)	4	2	7	7	1	0
Promotion/Non-Selection	31	45	39	22	38	19
Reassignment	3	2	3	3	6	2
Denied						
Directed						
Reasonable Accommodation	12	29	24	37	53	12
Reinstatement	0	0	0	0	0	0
Retirement	4	2	2	0	5	0
Termination	29	21	12	9	16	2
Terms/Conditions of Employment	3	1	3	4	5	0
Time and Attendance	6	11	9	11	19	3
Training	8	6	8	3	4	1
Other	37	29	19	22	30	9

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Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		29 CFR §1614.704(f)										Num.	Ave. Days
		Previous Fiscal Year Data											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	2015	
		2010		2011		2012		2013		2014			
All complaints pending in Investigative Stage	1614.704	45	107	42	111.1	44	127.0	54	171.9	51	130.2	44	160.0
All complaints pending in Final Agency Action Stage	(f) (1)	14	631	26	555.4	28	521.9	16	599.6	28	441.0	19	682.3
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	13	539	23	496.2	26	508.0	13	466.4	28	441.0	18	667.3
Time in Investigation Stage		13	180	23	182.0	26	168.7	13	199.3	28	196.5	18	204.8
Time to issue Final Agency Action		27	114*	26	*122	35	*187	37	145	29	140	17	142
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	92	599	103	560.8	111	596.6	96	731.2	132	661.1	164	687.6
Time in Investigation Stage		92	177	103	183.7	111	179.0	96	197.3	132	205.7	164	203.4
Time to issue Final Agency Action		15	18	27	11	15	19	20	15	24	15	7	14

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2015
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	21	37	24	26	24	8
Average days pending prior to dismissal	46.38	51.1	60.8	49.9	58.9	37.4

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2015
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	10	18	15	1	11	4

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data										2015	
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data											
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(i)(1)	2	100%	1	100%	5	100%	3	100%	2	100%	1	100%
Without Hearing 704(i)(2)	0	0%	0	0%	2	40%	2	67%	1	50%	0	0%
With Hearing 704(i)(3)	2	100%	1	100%	3	60%	1	33%	1	50%	1	100%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data										2015	
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	2	100%	1	100%	5	100%	3	100%	2	100%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal											1	100%
Examination/Test												
Harassment							2	67%				
Non-Sexual					1	20%	2	67%			1	100%
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	50%	1	100%	1	20%			1	50%		
Reassignment												
Denied												
Directed												
Reasonable Accommodation					3	60%			1	50%		
Reinstatement												
Retirement												
Termination							2	67%				
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	1	50%			1	20%					1	100%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data										2015	
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings Without Hearing - 704(k)(2)	0	0%	0	0%			2	67%	1	100%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment							2	67%				
Non-Sexual							2	67%				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation					2	67%			1	100%		
Reinstatement												
Retirement												
Termination							1	33%				
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other					1	100%						

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2015
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years 704(l)(1)	74	88	103	96	109	216
Total Complainants 704(l)(2)	70	79	95	90	103	197
Number complaints pending: 704(l)(3)						
Investigation	0	0	0	1	1	9
ROI issued, pending Complainant's action	0	1	0	0	0	8
Hearing	62	67	81	79	91	162
Final Agency Action	9	14	16	10	12	19
Appeal with EEOC Office of Federal Operations	3	6	6	6	5	18
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2015
Complaint Investigations	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Number Pending Completion of Investigation	45	42	44	54	61	44
Pending Investigations Over Required Time Frames	1	0	1	14	1	5